

## Public Law 89-684

## AN ACT

To amend the District of Columbia minimum wage law to provide broader coverage, improved standards of minimum wage and overtime compensation protection, and improved means of enforcement.

October 15, 1966  
[H. R. 8126]

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

District of Co-  
lumbia Minimum  
Wage Amendments  
Act of 1966.

## AMENDMENT TO DISTRICT OF COLUMBIA MINIMUM WAGE LAW

SECTION 1. Title I of the Act of September 19, 1918 (D.C. Code, secs. 36-401—36-422), is amended to read as follows:

40 Stat. 960;  
55 Stat. 738.

## "TITLE I—MINIMUM WAGES

## "FINDING AND DECLARATION OF POLICY

"SECTION 1. (a) The Congress hereby finds that there are persons employed in some occupations in the District of Columbia at wages insufficient to provide adequate maintenance and to protect health. Such employment impairs the health, efficiency, and well-being of the persons so employed, constitutes unfair competition against other employers and their employees, threatens the stability of industry, reduces the purchasing power of employees, and requires, in many instances, that their wages be supplemented by the payment of public moneys for relief or other public and private assistance. Employment of persons at these insufficient rates of pay threatens the health and well-being of the people of the District of Columbia and injures the overall economy.

"(b) It is hereby declared to be the policy of this Act to correct and as rapidly as practicable to eliminate the conditions referred to above.

## "DEFINITIONS

"SEC. 2. As used in this Act—

"(1) The term 'Commissioners' means the Board of Commissioners of the District of Columbia or their designated agent or representative.

"(2) The term 'wage' means compensation due to an employee by reason of his employment, payable in legal tender of the United States or checks on banks convertible into cash on demand at full face value, including such allowances as may be permitted by any order or regulation issued under section 3, 6, 7, or 8.

"(3) The term 'employ' includes to suffer or permit to work.

"(4) The term 'employer' includes any individual, partnership, association, corporation, business trust, or any person or group of persons, acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the United States or the District of Columbia.

"(5) The term 'employee' includes any individual employed by an employer, except that such term shall not include—

"(A) any individual who, without payment and without expectation of any gain, directly or indirectly, volunteers to engage in the activities of an educational, charitable, religious, or nonprofit organization;

"(B) any lay member elected or appointed to office within the discipline of any religious organization and engaged in religious functions; or

"(C) any individual employed in domestic service or otherwise employed, in or about the residence of the employer.

"(6) The term 'occupation' means any occupation, service, trade, business, industry, or branch or group of occupations or industries, or employment or class of employment, in which employees are gainfully employed.

"(7) The term 'gratuities' means voluntary monetary contributions received by an employee from a guest, patron, or customer for services rendered.

#### "MINIMUM WAGE AND OVERTIME COMPENSATION

"SEC. 3. (a) (1) Except as otherwise provided in paragraph (2), every employer shall pay to each of his employees (A) the wage established for each such employee in a wage order issued under this Act, or (B) wages at the following rates:

"(i) not less than \$1.25 an hour during the year beginning February 1, 1967,

"(ii) not less than \$1.40 an hour during the year beginning February 1, 1968, and

"(iii) not less than \$1.60 an hour thereafter, whichever is higher.

"(2) Every employer shall pay to each of his employees whose wage rates are governed by Minimum Wage Order Numbered 10 (effective August 15, 1964), as revised under subsection (c) (2) of this section, wages at the following rates:

"(A) not less than \$1.25 an hour during the year beginning August 1, 1967,

"(B) not less than \$1.40 an hour during the year beginning August 1, 1968, and

"(C) not less than \$1.60 an hour thereafter.

"(b) (1) Except as otherwise provided in paragraph (2), no employer shall employ any of his employees—

"(A) for a workweek longer than forty-two hours during the six month period beginning six months after the date of enactment of this subsection, or

"(B) for a workweek longer than forty hours thereafter, unless such employee receives compensation for his employment in excess of the hours above specified at a rate not less than one and one-half times the regular rate at which he is employed.

"(2) In the case of an employer whose employees' wage rates are governed by Minimum Wage Order Numbered 10 (effective August 15, 1964), as revised under subsection (c) (2) of this section, during the period beginning on the date of enactment of this paragraph and ending August 14, 1968, such employer shall compensate each such employee for employment in excess of forty hours in any workweek at the rate specified in such Wage Order. Beginning August 15, 1968, such employer shall compensate such employees for employment in excess of forty hours in any workweek at the rate established by the Commissioners after public hearing, which rate may be established without regard to the rate specified in paragraph (1).

"(3) No employer shall be deemed to have violated subsection (b) (1) by employing any employee of a retail or service establishment for a workweek in excess of the applicable workweek specified therein, if (A) the regular rate of pay of such employee is in excess of one and one-half times the minimum hourly rate applicable to him under section 3(a)(1), and (B) more than half his compensation for a representative period (not less than one month) represents commissions on goods or services. In determining the proportion of compensation representing commissions, all earnings resulting from the application of a bona fide commission rate shall be deemed commis-

sions on goods or services without regard to whether the computed commissions exceed the draw or guarantee.

"(c) (1) Each minimum wage order issued prior to February 1, 1967, shall remain in full force and effect. Except as provided in paragraph (2), the Commissioners shall by order revise each such wage order as follows:

"(A) Effective February 1, 1967, each such wage order shall be revised to make it applicable to men as well as women employees.

"(B) Effective February 1, 1967, each such wage order which provides for the payment of minimum wages below those prescribed in subsection (a)(1) of this section shall be revised to provide for the payment of minimum wages in accordance with such subsection.

"(C) Effective six months from the date of enactment of the District of Columbia Minimum Wage Amendments Act of 1966, each such wage order which does not provide for the payment of overtime compensation, or which does not require the payment to an employee of at least one and one-half his regular rate for his employment in excess of forty-two hours in a workweek, shall be revised to provide for the payment of overtime compensation in accordance with subsection (b)(1) of this section.

"(2) The Commissioners shall modify Minimum Wage Order Numbered 10 (effective August 15, 1964), effective February 1, 1967, to apply to men as well as women employees. The Commissioners shall further modify such Wage Order to provide for the payment of minimum wages and overtime compensation in accordance with paragraph (2) of subsection (a) of this section and paragraph (2) of subsection (b) of this section.

"(d) (1) For those occupations with respect to which, on the date of enactment of the District of Columbia Minimum Wage Amendments Act of 1966, there is no existing minimum wage order, the Commissioners shall issue an order, effective February 1, 1967, providing for the payment of minimum wages as prescribed by subsection (a)(1) of this section and for the payment of overtime compensation as prescribed in subsection (b)(1) of this section.

"(2) For those occupations with respect to which on the date of the enactment of the District of Columbia Minimum Wage Amendments Act of 1966 there is no existing minimum wage order, the Commissioners shall, with or without reference to an ad hoc advisory committee, make one or more wage orders which may include unrelated occupations. Such a wage order shall include (A) the minimum wage and overtime provisions prescribed in subsections (a)(1) and (b)(1) of this section, and (B) such definitions and regulations as the Commissioners may prescribe, in accordance with section 8, to prevent the circumvention or evasion of such order and to safeguard the minimum wage rates and overtime provisions established in this Act. The Commissioners shall publish a notice once a week, for four successive weeks, in a newspaper of general circulation printed in the District of Columbia, stating that they will, on a date and at a place named in the notice, hold a public hearing on such order at which all interested persons will be given a reasonable opportunity to be heard. Such notice shall contain a summary of the major provisions of such order. Within thirty days after such hearing, the Commissioners may issue such wage order as may be proper or necessary to effectuate the purposes of this Act. Notice of such order shall be published in a newspaper of general circulation printed in the District of Columbia and such order shall take effect upon the expiration of sixty days after the date on which such order was issued by the Commissioners, but not before February 1, 1967.

“(e) The minimum wage orders issued by the Commissioners prior to February 1, 1967, shall be modified by the Commissioners on or after such date in order to include such regulations as the Commissioners may prescribe in accordance with section 8. Such regulations shall take effect upon the expiration of thirty days after the date on which they were made by the Commissioners, but not before February 1, 1967.

#### “EXEMPTIONS

“SEC. 4. (a) The minimum wage and overtime provisions of section 3 shall not apply with respect to—

“(1) any employee employed in a bona fide executive, administrative, or professional capacity, or in the capacity of outside salesman (as such terms are defined by the Secretary of Labor under the Fair Labor Standards Act of 1938); or

“(2) any employee engaged in the delivery of newspapers to the home of the consumer.

“(b) The overtime provisions of section 3(b) (1) shall not apply with respect to—

“(1) any employee employed as a seaman;

“(2) any employee employed by a railroad;

“(3) any salesman, partsman, or mechanic primarily engaged in selling or servicing automobiles, trailers, or trucks if employed by a nonmanufacturing establishment primarily engaged in the business of selling such vehicles to ultimate purchasers;

“(4) any employee employed primarily to wash automobiles by an employer, more than 50 percent of whose annual dollar volume of sales is derived from washing automobiles, if for such employee's employment in excess of one hundred and sixty hours in a period of four consecutive workweeks, such employee receives compensation at a rate not less than one and one-half times the regular rate at which he is employed; or

“(5) any employee employed as an attendant at a parking lot or parking garage.

#### “POWERS AND DUTIES OF THE COMMISSIONERS

“SEC. 5. The Commissioners or their authorized representative shall have authority—

“(1) to investigate and ascertain the wages of persons employed in any occupation in the District of Columbia;

“(2) to enter and inspect the place of business or employment of any employer in the District of Columbia for the purpose of (A) examining and inspecting any or all books, registers, payrolls, and other records of any such employer that in any way relate to or have a bearing upon the wages, hours, and other conditions of employment of any employees, (B) copying any or all of such books, registers, payrolls, and other records as the Commissioners or their authorized representative may deem necessary or appropriate, and (C) questioning such employee for the purpose of ascertaining whether the provisions of this Act and the orders and regulations issued thereunder have been and are being complied with; and

“(3) to require from any such employer full and correct statements in writing, including sworn statements, with respect to wages, hours, names, addresses, and such other information pertaining to the employment of his employees as the Commissioners or their authorized representative may deem necessary or appropriate to carry out the purposes of this Act.



## "REVISION OF WAGE ORDERS

"SEC. 6. (a) At any time after a wage order has been in effect for one year the Commissioners may on their own motion reconsider the wage rates set in such wage order. If, after investigation, the Commissioners are of the opinion that any substantial number of workers in the occupation covered by such wage order are receiving wages insufficient to provide adequate maintenance and to protect health they may convene an ad hoc advisory committee for the purpose of considering and inquiring into and reporting to the Commissioners on the subject investigated by the Commissioners and submitted by them to such committee.

Advisory committee.

"(b) The committee shall be composed of not more than three persons representing the employers in such occupation, of an equal number representing the employees in such occupation, of not more than three persons representing the public, and one or more representatives of the agency designated by the Commissioners to administer this Act. Such agency shall name and appoint all the members of the committee and designate its chairman. Two-thirds of the members of the committee shall constitute a quorum, and any decision, recommendation, or report of the committee on the subject submitted to it shall require an affirmative vote of not less than a majority of all its members.

Membership of committee.

"(c) The Commissioners shall present to the committee such information as they might have relating to the subject they submitted to the committee, and may cause to be brought before the committee any witnesses whose testimony the Commissioners consider material.

"(d) Within sixty days after the convening of the committee by the Commissioners, the committee shall make and transmit to the Commissioners a report containing its findings and recommendations on the subject submitted to it by the Commissioners.

"(e) The committee report shall include a recommendation for minimum wages for the employees in the occupation under consideration, but the minimum wage rates recommended shall not be less than those prescribed in subsection (a)(1) of section 3. In making such recommendation the committee shall take into consideration (1) the amount of wages sufficient to provide adequate maintenance and to protect health, (2) the fair and reasonable value of the work performed, and (3) the wages paid in the District of Columbia by fair employers for work of like or comparable character. The committee report shall also include recommendations for reasonable allowances for board, lodging, or other facilities or services, customarily furnished by the employer to the employees, or reasonable allowances for gratuities customarily received by employees in any occupation in which gratuities have customarily and usually constituted and have been recognized as a part of the remuneration for hiring purposes. The committee report may also recommend suitable minimum wages for learners and apprentices in the occupation under consideration, where it appears proper or necessary, and may recommend the maximum length of time any such employee may be kept at such wages as a learner or apprentice. The minimum wages recommended for learners and apprentices may be less than the minimum wages recommended for other employees in such occupation. The committee may make a separate inquiry into and report on any branch of any occupation and may recommend different minimum wages for such branch of employment in the same occupation.

Committee report.

"(f) If such committee fails to submit a report to the Commissioners within the period specified in subsection (d), the Commissioners may

(1) discharge such committee from further consideration of the subject

submitted to it and convene a new committee for the purpose of considering such subject, or (2) consider the subject without the recommendations of an ad hoc advisory committee and prepare and publish a revised wage order for the occupation in accordance with the procedure specified in section 7.

#### "ISSUANCE OF REVISED WAGE ORDERS

"SEC. 7. (a) Upon receipt of the report from the ad hoc advisory committee, or upon the discharge of such committee, in accordance with section 6(f), the Commissioners may prepare a proposed revised wage order for the occupation, giving due consideration to any recommendations contained in the report of such committee. In such order the Commissioners shall provide, among other things, such allowances as are recommended in the report. The Commissioners shall publish a notice once a week, for four successive weeks, in a newspaper of general circulation printed in the District of Columbia, stating that they will, on a date and at a place named in the notice, hold a public hearing at which all interested persons will be given a reasonable opportunity to be heard. Such notice shall contain a summary of the major provisions of the proposed revised wage order.

"(b) Within thirty days after such hearing, the Commissioners may make such an order as may be proper or necessary to effectuate the purposes of this Act. Notice of such order shall be published in a newspaper of general circulation printed in the District of Columbia and such order shall take effect upon the expiration of sixty days after the date on which such order was made by the Commissioners.

"(c) A wage order issued under this section shall define the occupation and classifications to which it is to apply, and shall contain such terms and conditions as the Commissioners find necessary to (1) carry out the purposes of such order, (2) to prevent the circumvention or evasion of it, and (3) to safeguard the minimum wage rates and overtime compensation established in it.

"(d) Nothing in this Act shall be construed so as to authorize the Commissioners to establish a minimum weekly wage which would require an employer to pay an employee in any week an amount greater than the amount such employer would have to pay such employee under section 3 for the hours worked in such week.

#### "REGULATIONS

"SEC. 8. (a) The Commissioners shall make and revise such regulations, including definitions of terms, as they may deem appropriate to carry out the purposes of this Act or necessary to prevent its circumvention or evasion and to safeguard the minimum wage rates and the overtime provisions established in this Act.

"(b) The Commissioners shall make regulations—

"(1) providing reasonable allowances for board, lodging, or services customarily furnished by employers to employees,

"(2) providing reasonable allowances for gratuities in any occupation in which gratuities have customarily and usually constituted and have been recognized as part of the remuneration for hiring purposes, and

"(3) providing allowances for such other special conditions or circumstances which may be usual in a particular employer-employee relationship.

"(c) The Commissioners may make regulations—

"(1) defining and governing the employment of handicapped workers and workers under the age of 18 and providing minimum

wages for such workers at a rate lower than that specified in section 3(a) (1) of this Act,

"(2) governing piece rates, bonuses, and commissions in relation to time rates,

"(3) governing part-time rates,

"(4) governing minimum daily wages,

"(5) relating to wage provisions governing split shift and excessive spread of hours, and

"(6) governing uniforms, tools, travel, and other items of expense incurred by employees as a condition of employment.

"(d) Regulations or revisions thereof issued by the Commissioners pursuant to this section shall be made only after a public hearing by the Commissioners, subsequent to publication of a notice of the hearing at which interested persons may be heard. Such regulations or revisions shall, except as may otherwise be provided by the Commissioners, take effect upon the expiration of thirty days after the date on which such regulations and revisions were made by the Commissioners.

#### "JUDICIAL REVIEW

"SEC. 9. (a) Any person aggrieved by an order of the Commissioners issued under this Act may obtain a review of such order in the District of Columbia Court of Appeals by filing in such court, within sixty days after the issuance of such order, a written petition praying that the order of the Commissioners be modified or set aside in whole or in part. A copy of such petition shall forthwith be transmitted by the clerk of the court to the Commissioners, and thereupon the Commissioners shall file in the court the record upon which the order complained of was entered. Upon the filing of such petition such court shall have exclusive jurisdiction to affirm, modify, or set aside such order in whole or in part, so far as it is applicable to the petitioner. The review by the court shall be limited to questions of law, and findings of fact by the Commissioners when supported by substantial evidence shall be conclusive. No objection to the order of the Commissioners shall be considered by the court unless such objection was presented to the Commissioners, except where there were reasonable grounds for failure to present such objections to the Commissioners. If application is made to the court for leave to offer additional evidence, and it is shown to the satisfaction of the court that such additional evidence may materially affect the result of the proceeding and that there were reasonable grounds for failure to offer such evidence in the proceedings before the Commissioners, the court may order such additional evidence to be taken by the Commissioners in such manner and upon such terms and conditions as the court may prescribe. The Commissioners may modify the initial findings by reason of the additional evidence so taken, and shall file with the court such modified or new findings which, if supported by substantial evidence, shall be conclusive, and shall also file their recommendation, if any, for the modification or setting aside of the original order.

"(b) The commencement of proceedings under subsection (a) shall not, unless specifically ordered by the court, operate as a stay of the Commissioners' order. The court shall not grant any stay of the order unless the person complaining of such order shall file in court an undertaking with a surety or sureties, satisfactory to the court, for the payment to the employees affected by the order, in the event such order is affirmed, of the amount by which the compensation such employees are entitled to receive under the order exceeds the compensation they actually receive while such stay is in effect.

“AUTHORITY TO TAKE TESTIMONY AND ISSUE SUBPENAS

“SEC. 10. The Commissioners shall have power to administer oaths and require by subpoena the attendance and testimony of witnesses, the production of all books, registers, and other evidence relative to any matters under investigation, at any public hearing or at any meeting of any committee or for the use of the Commissioners in securing compliance with this Act. In case of disobedience to a subpoena the Commissioners may invoke the aid of the District of Columbia Court of General Sessions in requiring the attendance and testimony of witnesses and the production of documentary evidence. In case of contumacy or refusal to obey a subpoena the court may issue an order requiring appearance before the Commissioners, the production of documentary evidence, and the giving of evidence, and any failure to obey such order of the court may be punished by such court as a contempt thereof.

“KEEPING OF RECORDS

“SEC. 11. (a) Every employer subject to any provision of this Act or of any regulation or order issued under this Act shall make, keep, and preserve for a period of not less than three years a record of (1) the name, address, and occupation of each of his employees, (2) a record of the date of birth of any employee under nineteen years of age, (3) the rate of pay and the amount paid each pay period to each of his employees, (4) the hours worked each day and each workweek by each of his employees, and (5) such other records or information as the Commissioners shall prescribe by regulation as necessary or appropriate for the enforcement of the provisions of this Act or of the regulations or orders issued thereunder. Such records shall be open and made available for inspection or transcription by the Commissioners or their authorized representative at any reasonable time. Every such employer shall furnish to the Commissioners or to their authorized representative on demand a sworn statement of such records and information upon forms prescribed or approved by the Commissioners.

“(b) Every employer shall furnish to each employee at the time of payment of wages an itemized statement showing the date of the wage payment, gross wages paid, deductions from and additions to wages, net wages paid, hours worked during the pay period, and any other information as the Commissioners may prescribe by regulation.

“POSTING OF LAW AND WAGE ORDERS

“SEC. 12. Every employer subject to any provision of this Act or of any regulation or order issued under this Act shall keep a copy or summary of this Act and of any applicable wage order and regulation issued thereunder, in a form prescribed or approved by the Commissioners, posted in a conspicuous and accessible place in or about the premises wherein any employee covered by such regulation or order is employed. Employers shall be furnished such copies or summaries by the Commissioners on request without charge.

“PROHIBITED ACTS

“SEC. 13. It shall be unlawful for any employer—

“(1) to violate any of the provisions of section 3 or any of the provisions of any regulation or order issued under this Act;

“(2) to violate any of the provisions of section 11 or 12 or any regulation made under the provisions of section 8, or to make any statement, report, or record filed or kept pursuant to the provisions



of section 11 or any regulation or order issued under section 8, knowing such statement, report, or record to be false in a material respect;

“(3) to discharge or in any other manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act, has testified or is about to testify in any such proceeding, or has served or is about to serve on any ad hoc advisory committee; or

“(4) to hinder or delay the Commissioners or their authorized representative in the performance of their duties in the enforcement of this Act, to refuse to admit the Commissioners or their authorized representative to any place of employment, to refuse to make available to the Commissioners or their authorized representative, upon demand, any record required to be made, kept, or preserved under this Act, or to fail to post a summary or copy of this Act or of any applicable regulation or order, as required under section 12.

#### “PENALTIES

“SEC. 14. Any person who willfully violates any of the provisions of section 13 shall upon conviction thereof be subject to a fine of not more than \$10,000, or to imprisonment of not more than six months, or both. No person shall be imprisoned under this section except for an offense committed after the conviction of such person for a prior offense under this section. Prosecutions for violations of this Act shall be in the District of Columbia Court of General Sessions and shall be conducted by the Corporation Counsel of the District of Columbia.

#### “EMPLOYEE REMEDIES

“SEC. 15. (a) Any employer who pays any employee less than the wage to which such employee is entitled under this Act or any order or regulation issued thereunder, shall be liable to such employee in the amount of such unpaid wages, and in an additional equal amount as liquidated damages, except that if, in any action commenced to recover such unpaid wages or liquidated damages, the employer shows to the satisfaction of the court that the act or omission giving rise to such action was in good faith and that he had reasonable grounds for believing that his act or omission was not a violation of this Act, the court may, in its sound discretion, award no liquidated damages, or award any amount thereof not to exceed the amount specified in this section. Action to recover such liability may be maintained in any court of competent jurisdiction in the District of Columbia by any one or more employees for and in behalf of himself or themselves and other employees similarly situated. No employee shall be a party plaintiff to any such action unless he gives his consent in writing to become such a party and such consent is filed in the court in which such action is brought. The court in such action shall allow a reasonable attorney's fee to be paid by the defendant, and costs of the action. Any agreement between an employer and an employee to work for less than the wages to which such employee is entitled under this Act or any order or regulation issued thereunder shall be no defense to any action to recover such unpaid wages or liquidated damages.

“(b) At the written request of any employee paid less than the wage to which such employee is entitled under this Act or any order or regulation issued thereunder, the Commissioners may take an assignment of such wage claim in trust for the assigning employee and may bring

any legal action necessary to collect such claim. In such an action, the defendant shall be required to pay the costs and such reasonable attorney's fees as may be allowed by the court.

"(c) The Commissioners are authorized to supervise the payment of the unpaid wages owing to any employee under this Act or any order or regulation issued thereunder, and the agreement of any employee to accept such payment shall upon payment in full constitute a waiver by such employee of any right he may have under subsection (a) of this section to such unpaid wages and an additional equal amount as liquidated damages.

#### "STATUTE OF LIMITATIONS

"SEC. 16. Any action commenced on or after the effective date of the District of Columbia Minimum Wage Amendments Act of 1966 to enforce any cause of action for unpaid wages or liquidated damages under this Act or any order or regulation issued thereunder may be commenced within three years after the cause of action accrued, and every such action shall be forever barred unless commenced within three years after the cause of action accrued.

#### "RIGHT OF COLLECTIVE BARGAINING

"SEC. 17. Nothing in this Act shall be deemed to interfere with, impede, or in any way diminish the right of employees to bargain collectively with their employers through representatives of their own choosing in order to establish wages or other conditions of work in excess of the standards applicable under the provisions of this Act.

#### "SEPARABILITY OF PROVISIONS

"SEC. 18. If any provision of this Act, or the application thereof to any person or circumstances, is held invalid, the remainder of the Act and the application thereof to other persons or circumstances shall not be affected thereby.

#### "SHORT TITLE

"SEC. 19. This Act may be cited as the 'District of Columbia Minimum Wage Act'."

#### AUTHORITY TO DELEGATE FUNCTIONS

SEC. 2. No amendments made by this Act shall be construed so as to affect the authority vested in the Board of Commissioners of the District of Columbia by Reorganization Plan Numbered 5 of 1952 (66 Stat. 824). The performance of any function vested by this Act or by amendments made by this Act in the Board of Commissioners or in any office or agency under the jurisdiction and control of said Board of Commissioners may be delegated by said Board of Commissioners in accordance with section 3 of such plan, except the function of making and adopting regulations to carry out the purposes of this Act or of any amendment made by this Act.

#### DISTRICT OF COLUMBIA HOURS LAW

SEC. 3. The Act entitled "An Act to regulate the hours of employment and safeguard the health of females employed in the District of Columbia", approved February 24, 1914 (D.C. Code, sec. 36-301), is amended by adding the following new section:

"SEC. 10. The requirements of sections 1, 3, and 4, and so much of section 5 as relates to keeping records of hours worked, shall not be applicable in the case of a person employed in a bona fide executive, administrative, or professional capacity, or in the capacity of an outside salesperson, as such terms may from time to time be defined in regulations which the Commissioners of the District of Columbia are hereby authorized to adopt and promulgate, except that this sentence shall not be construed as relieving an employer from keeping records relating to the compensation paid any such person."

#### EFFECTIVE DATE

SEC. 4. (a) Except as provided in subsection (b), the amendments made by this Act shall take effect February 1, 1967.

(b) Notwithstanding the provisions of subsection (a), the authority to promulgate necessary rules, regulations, and orders with regard to amendments made by this Act may be exercised by the Commissioners on and after the date of enactment of this Act.

#### SHORT TITLE

SEC. 5. This Act may be cited as the "District of Columbia Minimum Wage Amendments Act of 1966".

Approved October 15, 1966.

### Public Law 89-685

#### AN ACT

To amend Public Law 89-284 relating to participation of the United States in the HemisFair 1968 Exposition to be held in San Antonio, Texas, in 1968, and for other purposes.

October 15, 1966  
[H. R. 15098]

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled*, That section 2 of Public Law 89-284 (79 Stat. 1026) is hereby amended by adding a new subsection (c) to read as follows:

HemisFair 1968  
Exposition, Tex.  
U.S. participation.

"(c) The President is authorized to appoint, by and with the advice and consent of the Senate, a Commissioner for a Federal exhibit at HemisFair 1968 who shall be in the Department of Commerce and receive compensation at the rate prescribed for level V of the Federal Executive Salary Schedule. The Commissioner shall perform such duties in the execution of this Act as the Secretary of Commerce may assign."

Commissioner,  
appointment by  
President.

78 Stat. 419.  
5 USC 2211.

SEC. 2. Subsection 3(b) of said Act is amended by (a) striking the words: "assist the planning staff established under subsection (a)." from the end of the first sentence of clause (1) and substituting therefor the words: "carry out the provisions of this Act." and by striking the words "while engaged in the work of such planning staff" and "while so engaged" from the second sentence;

(b) Striking the words: "the members of such planning staff and such secretarial, clerical, and other staff assistants as may be necessary to enable such planning staff to perform its functions," from the first sentence of clause (2) and substituting therefor the words: "persons, other than consultants and experts, referred to in (b) (1), who perform functions to carry out the provisions of this Act,";